



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER 2012



## The Importance of Line Speed

Why it matters to your health and others.

## You are the Union

**H**aving worked as a servicing representative and as a full-time negotiator, I have often found that many members have a misconception about how the union works. The common thought is that the union should fix this problem or bargain that particular change or benefit. The reality is that you are the union.

Your union rep can file and process a grievance for you; your negotiator can propose changes to the agreement and negotiate on your behalf. However, the members are an integral part of providing information so that appropriate grievances can be filed and won and **you**, the member, determine what the priorities for the bargaining committee is in negotiations.

This local has 13 full-time union representatives who are responsible for overseeing 15,000 members in over 200 workplace locations. The reps rely heavily on shop stewards and members to provide information to the union when management does not follow the collective agreement and a grievance needs to be filed. In actuality, the reps can only spend so



much time in each workplace. Without members and stewards standing up for their rights when their agreement is being violated, issues can be overlooked. The union can't fix a problem that it doesn't know exists.

In addition, we also have three full-time negotiators who each bargain between 30-35 different collective agreements. Although the negotiators generally know what the issues in the workplace are, they cannot know what the priorities of the members are

without getting input from the members at proposal meetings. Therefore, it is imperative to get informed, fill out negotiations surveys if you are sent one, and attend and voice your opinion at proposal meetings. Even if you are not able to attend a meeting, let your rep or negotiator know what your concerns are so they can be taken into consideration. Many times members are frustrated that an issue was resolved in a certain way, but often there has been little input from the member in advance.

The fact is that members alone vote on their contract; the rep and the negotiator don't get a vote. We can only succeed in achieving your goals if you get involved.

I want to thank those of you who take on the task of being a shop steward or workplace health and safety rep, and assisting your coworkers. As well, I want to thank those of you who take on the tough task of representing your coworkers on a negotiating committee. And thank you to those of you who take the time to attend union meetings, as without your input the union can't function.

There are many ways for you to get involved. To find out how, call your union representative. Our success depends on you!

In solidarity,

Beatrice Bruske,  
Secretary-Treasurer Local 832

### Looking for Stories!

In anticipation of our upcoming 75th Anniversary of Local 832, we're looking for members to write about local events over the last 75 years.

- Did you walk the 1987 Westfair picket line?
- Were you part of an organizing drive at your workplace?
- Were you a member of another union that merged with Local 832?

Share your stories with us about Local 832.  
E-mail [dalia.chapa@ufcw832.com](mailto:dalia.chapa@ufcw832.com)



**DEPARTMENTS**

**FEATURES**

**OFFICES**

**Retirees' Club**

Page 7

**Health & Safety**

Page 8

**Grievance News**

Page 9

**Packing House**

Page 10

**Care**

Page 11

**Security**

Page 12

**Safeway**

Page 13

**Retirees' Club**

Page 18

**Why line speed at processing plants is important to you**

Page 4

**The local's executive board stays involved**

Page 5

**Two people with Local 832 ties recognized**

Page 6

**Sobeys Grocer Warehouse new agreement ratified**

Page 6

**More Members=More Bargaining Power**

Page 14-15

**Winnipeg**

1412 Portage Avenue  
Winnipeg, MB R3G 0V5  
204-786-5055 / 1-888-UFCW-832

**Brandon**

530 Richmond Avenue E.  
Brandon, MB R7A 7J5  
204-727-7131 / 1-800-552-1193

**Thompson**

90 Thompson Drive  
Thompson, MB R8N 1Y9  
204-778-7108 / 1-800-290-2608

**Training Centres**

880 Portage Avenue  
Winnipeg, MB R3G 0P1  
204-775-8329 / 1-877-775-8329

530 Richmond Avenue E.  
Brandon, MB R7A 7J5  
204-726-8337

244 Hamilton Street  
Neepawa, MB

**Union Representatives:** Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, J.P. Petit, Martin Trudel

**Health and Safety Resource Personnel:** Guy Sylvestre

**Legal Counsel:** Debra Malmquist, Garry Bergeron **Organizing:** Sonia Taylor

**Education and Training:** Heather Grant-Jury **Workers Compensation:** Rob Hilliard

**Negotiators:** Susan Hart-Kulbaba, Michelle Masserey, Heather Dezan

**Communications:** Blake Crothers, Dalia Chapa

**Canadian Mail Publications Sales Agreement #40070082**

**E-mail:** [ufcw@ufcw832.com](mailto:ufcw@ufcw832.com)  
**Website:** [www.ufcw832.com](http://www.ufcw832.com)





## Why line speed at processing plants is important to you

Slower speeds are only part of the answer.

**W**ith the recent E.coli outbreak at the XL Foods plant in Brooks, Alberta, UFCW Local 401 President Doug O'Halloran echoed concerns that many members have been saying for decades: "slow down."

Processing plants are engineered on line speed, the amount of time a cow, pig, turkey or chicken travels along a production line. The quicker the product starts and finishes the line, the more it can produce in an hour and the more profit a company can make. Company managers will argue that the faster the line, the more profit a company will make while other groups will advocate the opposite, that a slower line will produce the best results for a company. Neither statement is correct, but it's the middle ground that could produce the best results for both sides.

President O'Halloran stated that a public inquiry should be called because the processing line, or 'line speed' moved too quickly. He was quoted in a local paper saying "It's just not enough time...you can replace all the aluminum, all the stainless steel you

want at the plant, but if you don't give your workers the tools to perform the job properly, we're not going to solve the problem."

Regardless of the animal that is being processed, numerous steps must be completed before it lands on your grocery store shelf. Engineers have each process calculated in terms of seconds or minutes as well as the movement the worker must perform to complete each task. A faster line speed not only increases the repetitive strain on the worker at a pace they are not able to properly perform, but the quality of cuts decreases and waste increases.

UFCW Local 832 workers compensation advocate Rob Hilliard says that slowing it down too far can cause issues as well.

"While line speed is a concern that has to be properly monitored, a line speed that is too slow can also cause concerns because sometimes companies will put more product on the line. More product at a slower pace is just as dangerous.

"Another issue that needs to be addressed is job rotation," stated Hilliard. "If a line speed is not ramped up by the company and proper job rotation is performed, workers have a chance to let their muscles recover during the day. Far too often I see cases where a worker has performed the same task day in and day out over a long period of time and their muscles and joints wear out because they are not rotated to different departments."

Local 832 President Jeff Traeger has been responsible for many collective

agreements in the production industry and states that members need to speak up if line speeds are too high.

"It's important that members are comfortable to raise issues with their shop stewards, not only for their safety, but to ensure that all protocols are being followed. I think what happened at XL Beef is a culmination of numerous issues not properly being addressed," stated Traeger.

If you work in a production facility and you have concerns about your health and safety or that of your coworkers, talk to your shop steward or call your union representative. There are ways to ensure that the proper line speed and job rotation are being implemented.

## The local's executive board stays involved

### *Women helping Women for over 25 years*

On October 16, three of the local's executives attended a gala dinner and dance to celebrate Ikwe Widdjitiwin's (IKWE) 25<sup>th</sup> anniversary of operation. IKWE is a crisis shelter for women and their children who have been victims of various forms of abuse.

At the dinner, two former residents gave inspirational speeches about their lives before they entered the shelter and how the shelter assisted them in turning their lives around. Because of the support and care provided to them by the employees at IKWE, some of who are union members, they were able to move forward. They are proud of where they are today.

A wide-range of Aboriginal and Metis entertainers performed throughout the evening; and the people in attendance helped raise money for the shelter through an incredible silent auction.

"On behalf of Local 832, I would like to thank everyone at IKWE for your tremendous work and continued efforts to create change," said union President Jeff Traeger. "You are invaluable to the residents and the community."

### *Local supports LEAF in working for equality*

LEAF Manitoba is a branch of The Women's Legal Education and Action Fund, which advances equality for women and girls in Canada through litigation, law reform and public education.

On October 19, LEAF held its 22<sup>nd</sup> Annual Persons Day Breakfast and UFCW Local 832 executive board member Kathie Kraychuk represented the local at this worthy event. The annual breakfast is held across Canada to celebrate the five prairie women who appealed the Supreme

Court's decision, in the early 1920's, that women could not be appointed to the Senate because they were not deemed to be "persons". On October 18, 1929, they won the "Persons Case". This was a great step forward, however, strive for equality remains and LEAF continues to fight to make the law work for women.

Mary Eberts, who is well known around the world for her work on behalf of women's equality, Aboriginal rights and the Charter spoke at the breakfast. Fiona Sampson, the founder and executive director of Equality Effect, an organization that addresses the inequality of women and girls in Africa talked about "The 160 Girls Project", which helps Kenyan girls and women get justice.

For more information about LEAF go to [www.leafmb.ca](http://www.leafmb.ca). To learn more about Equality Effect and The 160 Girls Project visit [www.TheEqualityEffect.org](http://www.TheEqualityEffect.org).

## Two Local 832 friends recognized

### Former Local 832 staff Darlene Dziewit inducted to the Order of Manitoba

Congratulations to Darlene Dziewit for her induction into the Order of Manitoba. The Order is the highest honour in the Province of Manitoba. It recognizes individuals who have demonstrated excellence and achievement in promoting the social, cultural or economic well-being of Manitoba and its residents.

Darlene has worked for over 40 years for the benefit of the working people of Manitoba. She worked for



Local 832 for many years as a staff rep and negotiator. Darlene also served as president of the Manitoba Federation of Labour, on the Board of Governors of the U of M, as chairperson of the Manitoba Gaming Control Commission, and on the campaign cabinet for the United Way of Winnipeg.

Other inductees included Jets Owner Mark Chipman and Renowned Winnipeg architect Etienne Gaboury.

### Scholarship awarded to Gabriel Bako

UFCW Local 832 shop steward Gabriel Bako received the \$500 MFL Al Cerilli Scholarship Award. Named after Al Cerilli in recognition of his many years of commitment and service to the labour movement, this scholarship is awarded annually to a young member of an MFL-affiliated

union who is enrolled in a recognized post-secondary education program.

Gabriel works at Safeway and is studying Labour Studies at the University of Manitoba. Besides being a shop steward, Gabriel participates in the UFCW National Youth Internship Program, sits on the UFCW Advisory Board, represents his union at the Winnipeg Labour Council, and serves on the CLC Youth Advisory Committee.

Congratulations to Gabriel and best of luck in his continued studies.



*Gabriel Bako, centre, with MFL president Kevin Rebeck and Al Cerilli*

## Sobeys Grocer Warehouse new agreement ratified

Northern members' wages to go up by 8.25 per cent.

**O**n September 26, UFCW members working at the Sobeys Grocer Warehouse in Thompson ratified a new collective agreement. The new agreement is a 42-month term, with retroactive pay to September 1, 2012, which is the expiry date of the former agreement.

The union negotiating committee is pleased that it was able to make a number of improvements to the contract during this round of bargaining. Some of these benefits include improvements to northern allowance, severance pay in the event of layoffs, medical appointments leave, additional monies in the safety shoe allowance and an 8.25 per cent wage increase throughout the life of the agreement.

Sobeys Grocer Warehouse is a major grocery distribution centre



*(clockwise left to right) Northern union rep Blair Hudson, union member Gord Hiscock, Heather McCallum, Sobeys human resources manager; Sandra Perih, Thompson Sobeys Grocer Warehouse manager, and Armin Pyde, Sobeys Director of Labour Relations*

for northern Manitoba and Nunavut. The warehouse supplies groceries to restaurants, stores and people of the north. Union members prepare grocery orders and ship them out by truck, rail, plane and sea barges.

Gord Hiscock, a worker from the warehouse who sat on the union committee with northern union rep

Blair Hudson, stated, "The members are very pleased with the improvements made to our agreement. Living in Thompson is very expensive and it was essential for us to receive a wage and northern allowance increases."

The new agreement for the members at the Sobeys warehouse expires on February 28, 2016.

# UFCW LOCAL 832 RETIREES' CLUB

The retirees' club held its annual fall luncheon on October 16 at the ANAF Legion on Portage Avenue in Winnipeg. Elections were also held for the UFCW Local 832 Retirees' Club executive committee for the upcoming year. The new committee will be announced in the January issue of UNION.

There was another great turnout at the luncheon meeting, with the retirees enjoying a great meal and each other's good company. TONS (Transportation Options Network for Seniors) talked about driver safety. As usual, there were lots of draws and

prizes awarded. The lucky winners from the October 16 luncheon are:

## DOOR PRIZES

Doris McComb, Eva Joss, Bruce Kinnear, Jim Swaile, Joan Dudas, Jeanette Labossiere, Ursula Kuhr and Marion Paul

## CASH DRAWS

Jim Heppner, Joyce Dion, Emil Guiboche, Raymond Faucher, Bernie Bains, Peter Rechik, Bernie Fillion, Doreen Howe, Stella Bidochka, Norma Kinnear, Jim Swaile, and Bertha Lavoie

## BIRDHOUSE DRAWS

(built and donated by Juliu Golombus)  
Bruce McDonald and Kay Ipapou

Going to the beach in March



This is a reminder that the club is planning a one-day trip to South Beach Casino some time in March. Watch for details in an upcoming issue of UNION. Availability on the bus is on a first-come, first-serve basis.

## Have you tested your alarms lately?

It could save your life.

Did you know that fire officials recommend that you replace your smoke alarm every 10 years and your carbon monoxide detector about every seven years. These live-saving devices run 24/7, so it makes sense that they do stop working.

Take a few minutes out of your day to check them or get them checked, as it could save your life.



## National Pharmacare plan could save up to \$10.7 billion a year

A universal public pharmacare plan could generate savings up to \$10.7 billion on prescription drugs per year (Source: Canadian Centre for Policy Alternatives, September 13, 2010)

A study by Carleton University professor and Harvard research, Marc Andre Gagnon finds Canadians could save between 10 and 42 per cent of total drug expenditures.

In 1964, the Royal Commission on Health Services recommended universal drug coverage.

In 1997, the National Forum on Health recommended universal pharmacare program.

In 2002, the Romanow Commission recommended catastrophic drug coverage as a first step towards universal pharmacare.

The current system for buying prescription drugs

in Canada is a system of multiple public and private drug plans.

Canadians are covered for their drugs according to which province they live, their income or where they work, but not according to their medical needs.

According to the report Canada is the world's third most expensive country for brand name drugs because Canada inflates drug prices in order to attract pharmaceutical investment.

The January 20, 2012, Vancouver Observer states, "Why doesn't Canada have a universal pharmacare plan?"

The only hindrance to establishing a fair, effective drug insurance program is political apathy, not economic cost constraints. ***Voice your opinion—contact your member of parliament.***

# Be proactive

Promote safe work.

Being proactive and maintaining a safe and healthy workplace is everyone's responsibility, including UFCW Local 832. In 2011, there were 31,707 workplace accidents reported to WCB. (How many were not reported?). Out of the accidents reported, there were 39 deaths—even one is too many.

The union's goal is to make sure each of its members gets home from work safe every day. This is why Local 832 is pleased to see a combined effort from various organizations in working towards the same goal. It also applauds WCB's work in becoming more proactive in promoting prevention and safe work.



*A scene from the MFL TV ad*

We are sure that you saw the television ads last month that featured zombies roaming around in different places throughout Manitoba. The zombies actually represented different workplace hazards. The campaign, initiated by WCB and Workplace Safety and Health, focused on encouraging youth to identify workplace hazards, assess the risk and find a safer way.

WCB is continuing to be active with two new campaigns, which you should check out. One is called *\$2,000 Reasons to be Safe* at [www.safemanitoba.com/2000ways.aspx](http://www.safemanitoba.com/2000ways.aspx) and the other is *It's Your Job*, is found at [www.youtube.com/yourjobvotretavail](http://www.youtube.com/yourjobvotretavail).

The Manitoba Federation of Labour (MFL) unveiled a TV ad on workplace safety as well. The MFL ad emphasizes that workers have the right to know, the right to participate and the right to refuse unsafe work. To see it, go to [www.mfl.ca/workplace/your-rights.html](http://www.mfl.ca/workplace/your-rights.html).

## HEALTH & SAFETY



**Guy Sylvestre**  
Health and Safety  
Resource Rep

These partnerships, as well as others throughout the province, allow corporate and organizational leaders to work together to try to **achieve a society of health and safety for workers and all Manitobans.**

Health and safety training and awareness are the obligation of the employer first. However, it is our duty to be aware of our surroundings. If you spot a hazard, bring it to the attention of your supervisor and a member of the workplace health and safety committee. Together, you can assess the problem and make recommendations on how to make the situation safe.

The union is asking you to help by supporting your workplace committees in doing their tasks of making your workplace a healthy and safe environment. You can also call Guy Sylvestre, at 204-786-5055 or toll-free 1-888-832-9832 to help you with any questions or concerns.

UFCW Local 832, Work Safe Manitoba, Safe Workers of tomorrow, Workplace Safety and Health, WCB, and the MFL as well as other organization are on board to **build a safer Manitoba.** You should be too—so be proactive. Remember there are laws that protect workers from being punished for exercising their rights.

## Note to health and safety committees

**2013** is fast approaching and the union would like to make it a year of review, starting with all committees discussing the company's workplace safety and health program, as outlined in article 7.4 (1 through 8) on pages 11 through 14 of the Manitoba Workplace Safety and Health Act and Regulations (W210).



# Long-term employee reinstated after arbitration

McCain did not meet standard proof required.

**M**cCain Foods in Carberry terminated a 32-year employee because the company accused him of allegedly being untruthful during an investigatory meeting and not providing a reasonable explanation for his actions. In the termination letter it was also strongly implied that the grievor was guilty of theft. UFCW grieved the matter and a three-day arbitration took place.

An employee of McCain Foods decided to install a motion camera in his locker because there had been some occurrences of theft over the years in the locker room.

When the digital photographs were viewed, two of them showed the grievor in front of the employee's (who had installed the camera) locker. It should be noted that the employee had asked the company a few years before this if he could place a camera in his locker and was told by a representative of the company that he could not. It should also be said that during the arbitration the company stated that it would not condone camera surveillance in the locker room. Finally, it also came out at the hearing that the employee who installed the camera in his locker only handed over the pictures and the camera reluctantly to the company upon being ordered to do so.

Once the company received the pictures, it began to look into the matter.

The grievor honestly admitted that the two pictures were of him, even though one of them was indistinct. When asked at the investigation what he was doing in front of the employee's locker, at that time he was unclear as to the reason he was in front of the other employee's locker but asked

whether it was possible the locker was already open.

Later at the arbitration, the grievor did concede that he did not offer any explanation at the time because as the meeting progressed he realized that he was being accused of breaking into someone's locker and became more stressed and as a result could not think coherently.

However, later, during the grievance process and the subsequent arbitration, the grievor pointed out that he worked as a member of the health and safety committee and he had conducted an inspection of the toilet, shower and locker areas on the days in question. The arbitrator, based on the grievor's evidence as well as a company witness, agreed with the grievor's explanation.

With regards to the photographic evidence, the arbitrator found, among other things, that the evidence was unclear as to whether or not the grievor had actually opened the employee's locker. Therefore, McCain had not

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

met the required standard of proof in this matter.

Upon review of all of the testimony and evidence, the arbitrator reinstated the grievor's employment with full compensation. The arbitrator stated in his award that the evidence did not even "Come close to proving that the grievor was guilty of theft." Furthermore, the arbitrator found that the company had not been able to prove upon a balance of probabilities that the grievor had entered another employee's locker, as other possible explanations existed. Finally, the arbitrator also stated that even if there was no other explanation, termination of a long-term employee's job for entering another employee's locker without justification was unreasonable.

## Zero tolerance for animal abuse

**U**FCW Local 832 does not condone mistreatment of animals and as such wants to warn its members working at Maple Leaf in Brandon that the company recently implemented a zero tolerance policy for animal abuse. Management has informed and trained all employees who directly work in positions with animals on this new policy. As such, all cases of animal abuse will result in an automatic termination, unless exceptional circumstances exist.

If you have any questions regarding the above policy, contact union representative Brenda Brown at 204-727-7131 or toll-free 1-800-552-1193.

# Negotiations get underway for Granny's Poultry members

**E**ven though the current collective agreement for members working for Granny's Poultry at the Blumenort plant does not expire until March 31, 2013, negotiations are already underway.

The bargaining committees for UFCW Local 832 and Granny's exchanged proposals on October 11. Both sides came to the first meeting with an extensive list of proposals. The parties scheduled nine more days of bargaining, which will take place during this month and mid-December.

Local 832 Secretary-Treasurer Beatrice Bruske is the lead negotiator for the union negotiating committee. Assisting Beatrice in negotiations are union members Ray Lambert, Marlene Martin, Sheldon Woroniuk and Frank Manaignre.

"I feel this round of bargaining is going to be tough as



both sides have proposals in opposition to one another," said Bruske. "However, the union is still hopeful that the committees will reach a deal prior to the expiration of the old agreement."

The union will keep Granny's Poultry members updated as progress is made. Local 832 represents approximately 415 workers at the plant in Blumenort.

## Union notified of Dunn-Rite Foods sale

Newly ratified collective agreement remains in effect.

**A**s reported last month in UNION, on September 17 Dunn-Rite members ratified a new one-year deal. At the time of the ratification, the union negotiating committee felt it was best for the members to take a few improvements this time around and have a full bargaining session once the renovations at the plant were completed.

Late last month, the union learned that poultry producer, Dunn-Rite Foods, had been sold to Sunrise Poultry Processors Ltd from Surrey, British Columbia. On October 19, the company notified the approximate 200 UFCW Local 832 members who



work at the plant of the sale. The new owners also informed the union and employees that it would honour the recently ratified deal. This means the collective agreement will remain in effect and the members will retain all of their current benefits, rights and privileges.

UFCW Local 832 President Jeff

Traeger said, "I look forward to meeting with company officials once the sale is finalized. I am very interested to hear the company's plans for its Winnipeg operation, and, more specifically, how it will affect our members."

Members who have any questions or concerns regarding the sale of Dunn-Rite Foods should contact union representative Jerry Kies at 204-786-5055 or toll-free 1-888-832-9832 or e-mail [jerry.kies@ufcw832.com](mailto:jerry.kies@ufcw832.com).

## Northern members say yes

New agreement at Thompson Homeless Shelter

At the end of September, with the assistance of a government-appointed conciliator, the company and union negotiating committees reached a tentative agreement. Then on October 6, UFCW Local 832 members working at the Thompson Homeless Shelter ratified the recommended two-year deal.

Blair Hudson, the union representative for the North, said, "We made improvements to the main issues that the members felt mattered—wages, uniform allowance, vacation leave and the probationary period."

The Thompson Homeless Shelter provides meals and shelter for homeless people in Thompson and its

surrounding regions. The shelter is open 24 hours a day, 365 days per year.

Local 832 represents 14 workers, full-timers and part-timers, who do a lot of work with the homeless people in the area, including providing food and a safe shelter, as well as drug and alcohol referrals.

## Bargaining underway with NRHA

Off to a slow start and employer seeks concessions.

On September 11, the union and the Northern Regional Health Authority (NRHA), formerly Burntwood Regional Health Authority (BRHA), met to exchange proposals. From the onset, NRHA decided the tone of negotiations by proposing concessions and postponing dates for bargaining.

Lead union negotiator Michelle Masserey said, "The union has no intentions of agreeing to concessions. The members want and deserve improvements to their collective agreement, not reductions of benefits already obtained."

The parties were to meet in the early part of last month, however, NRHA cancelled the first set of talks because of the departure of its negotiator. UFCW Local 832 was disappointed, particularly after numerous delays with these negotiations. NRHA has a new head negotiator and the committees met on October 24, 25 and 26.

At press time, the union was optimistic that good results would come out of these meetings. However, due to the complexity of some of the NRHA's proposals, further dates will need to be set to deal with the monetary items.

Local 832 also continues to meet with the other health care support unions to compare notes and to ensure that **labour is united on key issues** that affect health-care workers throughout the province of Manitoba. The



NRHA union negotiating committee (l to r) Blair Hudson (northern union rep), Michelle Masserey (lead negotiator), Patty Pasichnyk (Thompson General Hospital), Pia Morales (Lynn Lake Hospital), Sally Huculak (Thompson General Hospital), Debbie Brandt (Burntwood Community Health), Margaret Cockle (Thompson General Hospital), and Russ Sanders (Thompson General Hospital).

unions will also be participating in a multi-union table to meet with all the employers and the Labour Relations Secretariat.

Members are encouraged to check the union's website at [www.ufcw832.com](http://www.ufcw832.com) for current negotiation updates and other goings-on of the local. Or, any member who lives in the north and has a question or concern can contact union representative Blair Hudson at:

**(204) 778-7108**

**1-800-290-2608**

**[blair.hudson@ufcw832.com](mailto:blair.hudson@ufcw832.com)**

## Know your collective agreement

One issue that union rep Martin Trudel has noticed during his servicing visits at the various security sites is that many Local 832 members are unaware of the benefits they are entitled to under their agreement. The union negotiates many of these entitlements **for your gain** and to provide guards with the best working conditions possible, as well as to give them the necessary support to perform their duties to the standards expected by the clients. Below are a few of the main points contained in the security sector collective agreements.

### Rate of pay

The agreement contains a wage grid that is based on length of service related to a specific timeline. Officers should familiarize themselves with the timelines so they are aware of when they should be getting a wage increase. Make sure to review your pay stub on a regular basis to confirm that you are receiving the proper rate of pay. Note, officers who work at a special pay site have a wage schedule designated by the client of that site.

Wages are listed under Appendix A of your collective agreement. If you believe your employer is not paying you correctly, contact your union rep.

### Vacation

All security officers are entitled to vacation with pay, which is determined based on seniority as well as a percentage of your earnings. You must submit your vacation request in writing. For complete wording on vacations with pay, refer to the appropriate section in your collective agreement.

### Uniforms

The company must provide, at no cost to the guard, the basic company uniform. Such articles shall be in com-



Union rep Martin Trudel (left) discussing the contract with John Lyons, shop steward at Avion Security.

pliance with the company standards and in good wearable condition. The basic uniform items for **most** security companies include:

- One patrol jacket/blazer
- Two or three pairs of pants
- Two or three shirts
- One tie

Again, check your respective agreement to make sure you are receiving your basic company uniform.

Under the collective agreement, your employer must also provide required items for special circumstances such as headwear, rain gear and parkas.

### Sick days

Each company has a different process for calculating sick days entitlement. In order to avoid any loss of income, make sure you fully understand this process prior to using sick time.

You can speak to a shop steward or call your union rep if you are unsure whether or not you will be covered for any time missed.

### Grievance procedure

Any disagreement or difference of opinion between the company, the union or a security officer that concerns the interpretation, application, operation or alleged violation of the

terms and provisions of the collective agreement is considered a grievance.

The grievance procedure is a way to resolve issues that cannot be brought to a successful conclusion via regular communications. It is crucial that the issue needing to be grieved is reported to the union within the timeline indicated in your collective agreement, otherwise it will not be valid.

These are the sections that the union receives most inquiries about. However, it is very important for you to be familiar with your collective agreement and to know exactly what you are entitled to, especially since some officers work for multiple companies simultaneously and the agreements vary.

It is one of your union rep's job to make sure you fully understand your collective agreement. If at any time you have any questions or concerns regarding the agreement or workplace, do not hesitate to contact your union representative.

As well, if you do not have a copy of your collective agreement, you can request to have a copy mailed to you or e-mailed for quick access and convenience.

## A win-win situation

Rest periods are a necessity and should be taken.

**S**afeway recently cut back its hours drastically, affecting many employees who will lose at least one shift per week. As well, in some instances there is no overlapping of shifts, meaning there are members working in a department by themselves for long periods of time and doing a two-person job. This is causing customer service to suffer and employees are missing their rest periods.

This is not a good situation for many reasons. Some store managers are working the till, courtesy clerks are cashing customers out, members are feeling overwhelmed by the amount of work and they are not taking the opportunity to rest.

Rest periods during working hours are established as a basic right for employees under labour legislation. Maintaining any single position or concentrating on the same task for long

periods of time places considerable stress on the body, even if the position or task is not physically demanding.

**Rest periods give you the opportunity to relax and recharge your body, both mentally and physically. By taking your breaks, you increase your productivity and improve your outlook. This leads to fewer workplace injuries and reduces fatigue. This is a win-win situation for you and your employer.**

Working through your breaks and courtesy clerks cashing out customers are all violations of the collective agreement. By allowing these violations to occur at your workplace, you are not only hurting yourself but also your coworkers by reducing work hours. Rest periods are a necessity and should be taken.

We all need to work together to secure our jobs, our rights and privileges.

If you are having trouble taking your breaks because you are working alone in your department, speak to your manager. If this does not work and you are still missing your rest periods or you see a courtesy clerk doing cashier duties or a manager doing bargaining unit work, you need to let your union representative know.

### WINNIPEG

204-786-5055  
1-888-832-9832

### BRANDON

204-727-7131  
1-800-552-1193

### THOMPSON

204-778-7108  
1-800-290-2608

## It's company policy

No purchases of gift cards with gift cards.

**W**ith the holiday season approaching, the union wants to remind all cashiers or anyone cashing that it is against company policy for customers to purchase gift cards with gift cards.

Purchase transactions are easy to track and till logs show transactions and payments type. Therefore, if you are disciplined for violating this company policy, it will be very difficult for the union to grieve on your behalf and be successful.

Simply put, if a customer comes to your cash register with a Safeway gift card and wants to purchase a Home Depot gift card or any other gift card available at the store, it is not allowed.

Members with questions regarding this or any other company policy or your collective agreement should speak to a shop steward at their store or contact their union representative.



## More Members = More Bargaining Power

All members, from the day they join the union, are entitled to utilize a wide range of money saving discounts and special services. Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers. Just show your membership card to receive these special discounts! It's important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure that there are no misunderstandings on what discount/service you will be receiving.

### RRSP FOR LOCAL 832 MEMBERS

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon at 204-926-8335.

### GENERAL PAINT

Members receive 40% off all General Paint manufactured product, 20% off on special order wall coverings and 20 to 30% off non-General Paint manufactured products and supplies.

#### Brandon:

1124 18th Street 727-0295

#### Winnipeg:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

### PEMBINA DODGE

Purchase a new Chrysler or Dodge vehicle for only \$300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer's regular service and maintenance offers). Call Kevin McEvoy at 284-6650 or drop by the dealership at 300 Pembina Highway for complete details.

### POLO PARK HEARING CENTRE

Receive a 10% discount (to a maximum of \$150) on the purchase of any hearing aid. Phone 788-1083. Located in Polo Park Mall.

### CELEBRATIONS DINNER THEATRE

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn—824 Pembina Highway. Call (204) 982-8282 for reservations.

### BRIDGEVIEW BED & BREAKFAST

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or [www.bridgeviewretreat.com](http://www.bridgeviewretreat.com).

### PHOENIX REAL ESTATE

Call Jennifer Okaluk at 771-0981 and receive:

- \$150 cash back on the completed sale of a home or condo
- Up to 20% off legal fees
- Access to the best mortgage rates.

### DUFRESNE HOME CENTRE SAVINGS

Receive 5% better than the current price listed on furniture, mattresses and accessories. Receive 3% better than the current price listed on appliances and electronics. UFCW member card discounts cannot be used with any other offers or promotions.

- **Winnipeg** 880 Nairn Avenue, phone 667-1578 or 1750 Ellice Avenue, phone: 989-9900
- **Selkirk** 374 Eveline Street, phone 785-8191
- **Portage** 2401 Saskatchewan Avenue W, phone: 857-7803
- **Brandon** 1885-18th Street N., phone 728-8530
- **Swan River** 1321 Main Street, phone 734-4772

### SDS ALARM SYSTEMS

Receive 10% off installation of a home security system when you purchase a home alarm system at SDS Alarm systems. Call Ron Tayler at 589-7507 or e-mail [rtayler@sdssecurity.com](mailto:rtayler@sdssecurity.com).

### ACTIVE MUFFLER & BRAKE CENTRE

At Active Muffler & Brake Centre receive 25% off stocked parts and 20% off the regular hourly shop rate. Located at 601 Rosser Avenue in Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

### **CDT PRODUCTION GROUP INC.**

At CDT Production Group receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Get 20% off all music packages and 5% off lighting packages. 338-3459 or e-mail [cdtgroup@shaw.ca](mailto:cdtgroup@shaw.ca)

### **VISIONS ELECTRONICS**

At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10 % over cost. To obtain the special UFCW price, ask for the store manager at the following locations:

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

### **AUTOPAC WRITE-OFFS**

If Autopac says your vehicle is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your car's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

### **WILDER, WILDER & LANGTRY**

Members can save big on legal services from Joe Wilder. If you are looking for a lawyer to help you with wills, real estate, family law or immigration contact Joe at (204) 947-1456. Make sure you let him know you are a UFCW Local 832 member to receive the special rate.

### **MARLIN TRAVEL POLO PARK**

Marlin Travel Polo Park believes you need a vacation! Get 5% off selected packages (air and hotel) with these suppliers: Trafalgar and Globus. Contact Rosa Bertone at [rosa.bertone@marlintravel.ca](mailto:rosa.bertone@marlintravel.ca) or call (204) 944-7874. Earn Air Miles on your reservation.

### **GREENWOODS DENTAL CENTRES**

With your next regular check up & cleaning receive 1 free take home whitening kit with whitening trays (\$200 value) for a member of your family.

- Offer applies to new patients only
  - 2 person minimum booking per family
  - 1 free kit and trays per family per lifetime
- 693 McPhillips Street location only. Ph: (204) 774-7774.

### **HY-WIRE ZIP ADVENTURES**

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a 2-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available. UFCW members receive 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go [www.hywirezipline.ca](http://www.hywirezipline.ca) or e-mail [hywireziplineadventures@hotmail.com](mailto:hywireziplineadventures@hotmail.com).

### **FORT RICHMOND TRANSMISSIONS**

UFCW Local 832 members will receive 15 % off any work before taxes. This includes transmission work, drive-line, brakes and suspension. For more information members can view their website at [www.frtransmission.com](http://www.frtransmission.com) or call them at (204)-261-7095. Fort Richmond Transmissions is located at 3096 Pembina Highway.

### **NATURAL WELLNESS CHIROPRACTIC CENTRE**

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call (204) 783-1880 to book your assessment. Located at 912 Portage Avenue.

### **KANG'S TAEKWONDO ACADEMY**

Two months Taekwondo memberships & uniform for only \$99. Phone 947-0261.

Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

### **KURIO STUDIO & GALLERY**

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and highschool senior portrait sessions. Members also receive a 10% discount on all wedding photography services and they have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit [www.kuriostudio.blogspot.com](http://www.kuriostudio.blogspot.com) or phone Alix at 204-791-5734.

# Manitoba Federation of Labour

believes in **SAFE Work**



Kevin Rebeck,  
President MFL

## YOU HAVE THE RIGHT TO:

- know about the hazards in your workplace.
- participate in identifying, assessing, and eliminating workplace hazards.
- refuse unsafe work.
- exercise these rights without punishment.

To learn more about your workplace health and safety rights, visit [mfl.ca](http://mfl.ca)



Manitoba  
Federation of Labour  
Fairness For Everyone



**SAFE WORK**  
S SPOT THE HAZARD  
A ASSESS THE RISK  
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UFCW Local 832

1412 Portage Ave.

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